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ROUTING AND RECORD SHEET

SUBJECT: (Optional)

FROM:

EXTENSION

NO.

STAT

D/PPPM
5E13, Hqtrs.

DATE

TO: (Officer designation, room number, and building)

DATE

RECEIVED

FORWARDED

OFFICER'S
INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

1. Special Assistant to
the DDCI
7E12, Hqtrs.

2.

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Attached is our proposed Senior Officer Development Program plan. I believe it incorporates most of the important suggestions of the Executive Committee without compromising the expressed concerns of the DCI and DDCI.

The proposal is being handcarried today to members of the Personnel Management Advisory Board (PMAB) with a meeting planned for Monday, April 7 or as soon thereafter as possible. This should permit a thorough review before the Executive Committee meeting scheduled for April 23.

Harry E. Fitzwater

FORM
3-62

610

USE PREVIOUS
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Central Intelligence Agency



Washington, D. C. 20505

26 MAR 1980

Zenon S. Zannetos
Professor of Management
Massachusetts Institute of Technology
Cambridge, Massachusetts 02139

Dear Zenon:

Thank you for your letter of March 10, 1980, and your comments concerning our SIS Executive Development Program. I particularly appreciate your time and effort in scrutinizing our plan and your thoughtful suggestions.

The paper you saw was a preliminary outline which has since been developed with greater clarity in a more detailed senior officer development plan. It is interesting and reassuring to note that many of the areas you focused on as crucial have been picked up in the second draft. For example, we have addressed the potential problem of giving those selected for development the erroneous impression that they had been "anointed" with a resultant demoralizing effect on those not selected. We also sought to incorporate rotational assignments in a manner which would not lead to "transient management" and took note of the distinction between intradirectorate and interdirectorate rotations. We also plan to ensure that sabbaticals are not misused as a "going away present." Again, let me express my appreciation for your interest and timely comments.

Sincerely,

/s/
Frank C. Carlucci

Distribution:

Orig - Addressee

1 - DDCI

1 - DCI

1 - ER

1 - D/PPPM

✓ 2 - SIS/SS

C/SIS/SS :pmk(25Mar80)

STAT